



# Invitational Education's FORUM

NASHVILLE



Newsletter of the International Alliance  
for Invitational Education

## Special points of interest:

- **Look Out  
Nashville,  
IAIE's  
On Its Way!**
- **Present a  
Regional  
Conference!**

## Inside this issue:

A Message from 2  
Joan Fretz

West Virginia's 3  
Chapter

Clarktastic 4

Marketing 5  
Committee

Touro 6  
College

## 2015 WORLD CONFERENCE DESTINATION

33rd Annual  
World Conference:

When will it be?  
Where will it be?  
What's its title?  
Who's presenting?

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Editor: Vickie Linville

Fall, 2014

## Where Will You Be Oct. 29th - Nov. 1st?

*"80% of success is showing up."* Woody Allen

**YOU are most cordially invited to attend  
The International Alliance for Invitational Education's  
32nd Annual World Conference  
"Transforming Schools with Invitational Education"  
Optimal Climate—Optimal Results  
October 29—November 1, 2014  
Sheraton Music City Hotel  
Nashville, Tennessee**

This unique, international gathering focuses on how to use *Invitational Theory* as a framework for creating positive climates. *Invitational Theory* is a "self-concept approach" to helping all stakeholders in an organization realize their full potential. Everyone and everything in our environment influences our self-concept, which in turn influences our beliefs about ourselves, as well as our choices of behavior. Through *Invitational Education*, we create optimistic mindsets and see ourselves and others as 'able, valuable, and responsible.'

All 2014 World Conference attendees will discover how to create 'high-challenge/low-threat environments' from current practitioners so that everyone in your organization can realize their own potential. Featured conference topics include:

- The New Invitational Theory & Practice Toolkit
- Presentations on social, emotional learning, at-risk students, organizational climates, & Invitational Leadership
- The role of positive climate in meeting the Common Core & teacher evaluation standards
- Employing Invitational Education as a framework for effective leadership & teaching
- The positive influence of Invitational Education on academic performance
  - Becoming an award-winning, Inviting School
  - Applying Invitational Theory to counseling, healthcare, & business
- Presenting & planning new research related to Invitational Theory & Practice

Come meet IAIE's founders and authors, plus network with Inviting School Award recipients. ***Don't let your 80% chance at success slip past you.***

## A Greeting from Joan R. Fretz, Executive Director



Dear Colleagues,

The fall is always an exciting time for IAIE as we join together at the IAIE World Conference. This year's conference is filled with wonderful opportunities to deepen your understanding of Invitational Theory, learn from Inviting School leaders, and discover how Invitational Education can provide a positive framework for addressing all of your school's goals and challenges.

The new Invitational Theory and Practice Toolkit will be introduced at the Pre-Conference Institute on October 29<sup>th</sup>. This multi-media professional development program is designed to help you lead your school faculty through the exploration and implementation of Invitational Education. It includes multiple steps that follow the IE Helix, interactive activities, video interviews, and a detailed script to guide the presenter. Information on how to purchase the Toolkit will be provided at the conference.

In addition to presenting the 2014 Inviting School Awards and the William Stafford Leadership Award, IAIE will honor our first three Chapters at the conference, with commemorative banners. The growth of Invitational Education is best realized through the enthusiastic efforts of IAIE members in their own regions. If you have interest in sharing information about Invitational Education in your local area and starting an IAIE Chapter, please contact Barb Hansen at [bdanorwich@gmail.com](mailto:bdanorwich@gmail.com).

I look forward to seeing you at the Nashville Conference! Please register and help us share the benefits of Invitational Education around the world.

Cordially,

Joan R. Fretz  
IAIE Executive Director

**重要信息 Important Information:**



***Where in the World  
Will the 2015 IAIE World Conference Be Held?***

***In the meantime, plan on attending the  
2014 IAIE World Conference  
"Transforming Schools With  
Invitational Education:***

**Optimal Climate—Optimal Results:  
Oct. 29—Nov. 1, 2014."**

**At the Sheraton Music City Hotel in Nashville,**



**For guidance on growing Invitational Education in your town or state,  
contact Barbara Hansen, State Coordinator Chair at: [bhansen@muskingum.edu](mailto:bhansen@muskingum.edu)**

## **Cabell County's R3 Institute, IAIE, + the End of August = "A Whole Lot of Training Going On!"**



**By: Allyson Schoenlein**

Cabell County Schools in West Virginia challenged staff to make school culture a priority this year. Kicking off the 2014-15 school year, hundreds of teachers attended Cabell's R3 Technology Institute in late July where Invitational Education was featured to develop positive cultures for students, staff and families.

Prior to the Institute, Superintendent Bill Smith sent a message to all staff inviting them to attend. Smith said, "You probably know that R3 stands for Rigor, Relevance AND Relationships. This summer you'll see a strong emphasis on the third 'R', relationships. Much of that emphasis will be based on Invitational Education, which I value highly for its theory and practices."

"Invitational Education is a metaphor for positive school culture," Smith said. "IE calls on schools to intentionally build relationships based on trust, respect, optimism and care. It's not a canned program about school culture. Invitational Education IS the school culture."

The R3 Institute began with an indoor picnic featuring keynote speaker, Dr. Jim Mahoney. Dr. Mahoney serves as Executive Director of Battelle for Kids and has supported school improvement initiatives in more than 20 states and in Hong Kong, China. Mahoney amazed his audience with several magic tricks used as metaphors to enhance his message entitled, "Know. Grow. Cultivate."

An inspirational message of hope was also provided that evening by consultant Suzan Mullane from the Center for Educational Improvement. Suzan was recognized as the conference guest who traveled farthest for a picnic, flying from her home in Anchorage, Alaska to be part of the festivities. She told of a time in her youth when teachers in Cabell County redirected her life when she needed it most.

By special permission, the R3 Institute also piloted four steps of The IAIE Toolkit: Your Guide to Positive Climates for Learning, Leading and Living. The Toolkit will formally debut in October at the IAIE World Conference in Nashville, TN. Three Toolkit authors shared in the pilot presentations, including IAIE Executive Director Joan Fretz, former Superintendent Dr. Richard Benjamin and Cabell administrator Allyson Schoenlein. Over 100 staff members attended one or more of the Toolkit sessions.

As the R3 Institute continued, a plethora of breakout sessions encouraged the development of positive relationships and positive school culture. Two sessions were hosted by leaders of the IAIE International Exchange project, Ken Wright, Marlene Wright and Sue Bowen to promote benefits of these exchanges. Angela Miller, Andi McNeal, and Gina Bernard from Red Oak Elementary in Jessamine Co., Kentucky also participated in these sessions. Those who had hosted exchanges encouraged others to expand their students' world views with an exchange sponsored by IAIE.

Robert Agnello and Laura Martin introduced their Glimmer characters from the Honoring Dignity Program which they developed. Agnello and Martin showed teachers ways they can help children think critically, act responsibly and make good choices, all components of a positive school culture. Their presentations were supported by local curriculum supervisor and WV Chapter member, Sandi Duncan.

WV Chapter members embedded many other sessions with Invitational themes into the agenda. Instructional Coaches Rachel Campbell and Shannon Murray demonstrated the use of Battelle for Kids "Stretch" cards; Janne Rice, Jami Saunders and Naomi Wilson taught how to welcome English Language Learners into core classrooms. Tech Integration Specialist Karen Karr shared the use of online learning circles for collaboration.



## CLARKTASTIC IAIE—AUSTRALIAN STYLE!

In the words of John Young, a principal in Australia, “Invitational Education is the driving influence in all areas of school improvement at Clarkson Community High School (CCHC). The constructs of Invitational Theory and Practice underpin engagement, resiliency and academic enquiry.”

Young explains how this transpired: “The learning place at Clarkson has constantly improved in the last five years through a concerted effort to create a pleasant learning environment, effective policies and programs and processes that are producing positive outcomes. These methods have been common sense selections and are good practice in effective schools, but it was often difficult for us to describe why they worked together to create a synergy at our school.

The moment of clarity came when we investigated Invitational Education as a means to engage our students and found the concept that unified all of our existing ideas into a simple whole: the starfish analogy in Invitational Education. This powerful analogy provides us with the means to discuss the intentionality of each of our efforts and the importance of intentional invitation of students to engage in our school and their education.

The journey continues for us, but now with a clearer sense of how Invitational Education provides a valuable methodology to achieve our goals and provides us with clarity of thinking to bind together the initiatives we have developed at a school level to produce better outcomes for our students. The elements of effective teaching are already intrinsic to most schools in Western Australia. Clarkson’s focus has been on integrating these elements via a process of Invitational Education into a shared leadership vision supported by effective teaching teams.

How do we judge effective teaching teams? Is it by academic results only, or are there other equally important factors to consider when we discuss effective teaching practices and success by students?

Answering these questions and providing engagement for students is part of the journey undertaken by Clarkson Community High School. We have built a consensus vision of leadership for effective change and engaged teachers in creating a teaching environment where there is a high level of teacher interaction and support in determining how we develop and implement the most effective teaching practices for our students.

A shared knowledge by all staff of the complex influences within the school is essential to support a consensus leadership vision and the building of expert teaching teams. Identifying and defining the challenges facing the school, then creating the systems-thinking required to develop solutions is a key part of effective change and distributed leadership.”

For even more information on the *Clarktastic implementation of IAIE at CCHS in Australia*, visit [www.clarkson.chs.wa.edu.au](http://www.clarkson.chs.wa.edu.au). Invitational Education graphics created by CCHS staff will be available to IAIE members on the new IAIE website in 2015.

**“We become what we think about.” Earl Nightingale**

IAIE





## Miller to Head IAIE's New Marketing Committee

Joan Fretz, IAIE Executive Director, has announced that the Board of Trustees has approved Angela Miller (Jessamine County, Kentucky) to serve as the new chair of the recently formed Marketing Committee. As Chair, Miller will be working on developing text for a brochure that introduces schools to IAIE and includes membership information, as well as information about the inviting school and exchange programs. Angela can be reached at: [angela.miller@jessimine.kyschools.us](mailto:angela.miller@jessimine.kyschools.us)

Miller is joined in this committee endeavor by: CK Fung, ([fck0309@gmail.com](mailto:fck0309@gmail.com)) an outstanding computer graphic wizard, who developed the entire 2014 World Conference brochure in two formats—one that was mailed and another that was posted on the IAIE website for printing.

Judy Guarino will chair the Member Resources Project and Chelsea Jablon will be Guarino's technical assistant. Together, this duo will collect IAIE activities, quotes, articles, and videos from members. Please send any of these materials to Judy at [jbuarino@gmail.com](mailto:jbuarino@gmail.com) and Chelsea at [cbjablon@gmail.com](mailto:cbjablon@gmail.com).

Trustee Chair, Sarah Butzin and Emily Hayden from Jessamine County, Kentucky, will post IAIE information and events to the IAIE Facebook page, which is titled, The International Alliance for Invitational Education. Make sure to "like the page" and tell all of your friends about the organization. Let's all work together to gain more social media connections by inviting all of our friends and colleagues to view/like this page.



Vickie Linville, FORUM Newsletter Editor, will work with Angela to fully utilize the FORUM as a marketing tool. Special features will be added relating to the annual conferences, along with pictures from various events. If you have anything that you'd like to see published in our quarterly newsletter, please contact Vickie. Your input is always welcome and extremely valuable in continuing to make the FORUM a successful form of IAIE communication.

### 2014 WORLD CONFERENCE INFORMATION IS ONLY A CLICK AWAY:

[2014 World Conference Registration](#)  
[2014 World Conference Brochure](#)

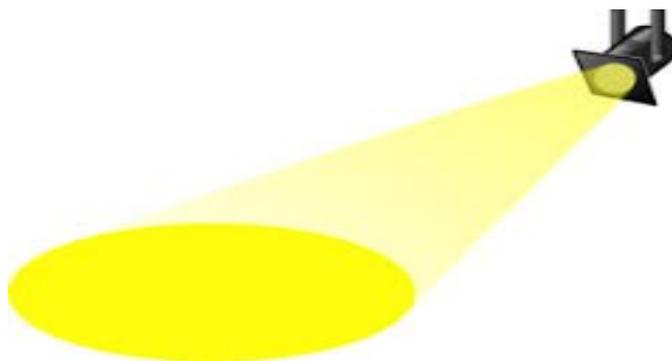


Please send conference photos and stories,  
as well as 'Letters to the Editor, for future issues to:

Vickie Linville, Editor

[iaieforumnews@gmail.com](mailto:iaieforumnews@gmail.com)

Limit letters to *approximately 300 words or less.*  
Please include your contact information.



## TOURO DEAN VISITS HONG KONG SCHOOLS

Dr. Jim O'Connor, dean of the College of Education and Health Sciences at Touro University of California, recently took a nine-day trip to Hong Kong to evaluate primary, secondary, and special education schools. In a nutshell, O'Connor says his trip was a "fantastic experience where I learned about the high quality schools in Hong Kong." Here's more about the trip:

**Tell us about this program and how were you selected to evaluate the schools?** International Alliance for Invitational Education (IAIE) is a nonprofit worldwide organization of educators who are dedicated to enhancing positive environments for people to realize their full potential. Schools in Hong Kong apply to be part of this program and go through rigorous requirements to be part of the IAIE program.

**You were able to visit six schools but three of them stand out. Tell us why.** I visited a remarkable school call the "Haven of Hope Sunnyside School," which is a special education school just for students with profound disabilities. This school has 100 students with an IQ of 25 or lower and about 60% of them stay overnight Monday through Friday. A vast majority of them have multiple disabilities – 60% of them are wheelchair bound, and only one of them could speak. This is a world class school with more than 100 staff members.

The next school was Po Kok Primary School. It's an international school comprised of 300 students representing Pakistan, Philippines, Sweden, Nepal and 15 other countries. The building, which is next to a Buddhist Temple, was built in 1847. Here they learn about the Hong Kong society and various languages, including Mandarin, Cantonese and English. They have 40 extracurricular activities and students typically stay from 8-5 daily.

And the Yuen Yuen Secondary School, which hosts grades 7-12. It's located in a city called Yuen Long and primarily serves lower economic students who live in one of the dozens of 40-story high rises that surround the school. This is special in that they had a wonderful visual arts program and there was creativity around the school, including a television studio, several art rooms, and design classes.

**What did you get out of visiting these schools?** Hong Kong schools are extremely high quality. Teachers put in 12-hour day and have a great emphasis on creativity, critical thinking, problem-solving and empowerment of students. Parents are highly involved with the schools and these schools focus on student-centered cooperative learning.

At every school I visited, there was a campus garden and a strong emphasis on eating healthy. There was a lot of mutual respect between teachers and the students and both are responsible for decorating their own classrooms. Teachers are also involved in the schools decision-making process.

**What can we learn from your experience?** That teaching and learning can still be joyful – we can still have high standards for students and focus on creativity. Teaching is a way of life, it's not a job. We adopted invitational education as a philosophy in the College of Education and Health Sciences so all our faculty and staff focus on making the students experience at Touro as inviting as possible. It is a customer-service model, which focuses on respect for others, unconditional positive regard, and trust.

**Do you have plans to return to Hong Kong?** I plan to go next year but I will also see several of the people from the schools I visited in Hong Kong at this year's IAIE meeting in Nashville, TN.